ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN NONCERTIFIED POSITIONS

1983-84

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BOISE, IDAHO

1983 - 84 STATISTICAL REPORT

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- The personnel information upon which this report is based was submitted by the individual school districts in the fall of 1983. Data about school district personnel, both certified and non-certified employees, is supplied to the State Department of Education by means of the Personnel Reporting System forms. Once received, the Office of Management Information, with the assistance of the Statewide Educational Planning and Reporting System (SEPARS), processes this data to generate the statistics published in this report.

GROUPING OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was drawn from the enrollment reports submitted by school districts as of October 1, 1983. District student membership is defined as the total student enrollment for the district less the total student withdrawal as of the above date. (Note: student membership figures are different from the enrollments in the Department of Education's annual Fall Enrollment Report.) The five membership groups are: districts with over 5,000 students, 2,500 - 4,999 students, 1,000 - 2,499 students, 500 - 999 students, and 1 - 499 students. See page 1 of this report for a list of the school districts within each enrollment size category.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are classified into 22 basic categories. These categories, the abbreviations used in the statistical tables, and, in some cases, definitions of the categories are listed below:

Superintendent
Assistant Superintendent -- Asst. Supt.
Director -- Administrator of a District-wide educational program
Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area.
Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district.
Elementary Principal -- Elem. Principal
Secondary Principal -- Sec. Principal
Assistant Principal -- Asst. Principal
Elementary Teacher -- Elem. Teacher -- Certified teacher who works primarily with student in grades K-6.
Secondary Teacher -- Sec. Teacher -- Certified teacher who works primarily with students in grades 7-12.
Librarian
Counselor
School Psychologist -- Psychologist
Psychological Examiner -- Psych. Examiner
School Nurse
School Social Worker -- Social Worker
Speech and Hearing Therapist -- Sp./H. Therapist
Head Teacher
Dean of Boys/Dean of Girls -- Dean Boys/Girls
Business Manager
Intern (Teacher/Administrator)
Media Generalist

For clarity of tabular presentation, these 22 categories have been grouped in many places in this report. The activity groups and the abbreviations used in the tables are listed below:

Grouping into 11 activity groups:

1. Superintendents: Superintendents only
2. Other Dist. Adm. - Other District-wide Administration: Assistant Superintendents, Directors, and Business Managers
3. Cur./Prog. Serv. - Curriculum/Program Services: Supervisors/Coordinators and Consultants/Specialists
4. Sec. Principals, Secondary Principals: Secondary Principals only
5. Elem. Principals, Elementary Principals: Elementary Principals and Head Teachers
6. Asst. Principals, Assistant Principals: Assistant Principals only
7. Media Services: Librarians and Media Generalists

8. Guid. Services, Student Guidance Services: Counselors, School Psychologists, Psychological Examiners, School Social Workers, and Deans
9. Health Services, Student Health Services: School Nurses and Speech and Hearing Therapists
10. Sec. Teachers, Secondary Teachers: Secondary Teachers only
11. Elem. Teachers, Elementary Teachers: Elementary Teachers only

Grouping into 4 activity groups:

1. District-wide Administration:

   Superintendents
   Assistant Superintendents
   Directors
   Supervisors/Coordinators
   Consultants/Specialists
   Business Managers

2. School Administration

   Elementary Principals
   Head Teachers
   Secondary Principals
   Assistant Principals

3. Student Services:

   Librarians
   Media Generalists
   Counselors
   School Psychologists
   Psychological Examiners
   School Nurses
   School Social Workers
   Speech and Hearing Therapists
   Deans

4. Instructional Services:

   Elementary Teachers
   Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CATEGORIZATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing 2 or more activities have been counted in the activity that appears highest on the list of 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in 2 or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership, for example, is 206,664 pupils. Enrollment for the same period without deduction of withdrawals is more than 208,000 pupils. The counts of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). Ratios based upon the larger enrollments and actual teacher counts would vary accordingly. It should be noted that all teachers are counted including special education and resource room teachers.

A statewide summary can be found following the district listing on page 5.

DISTRICTS WITH OVER 5,000 STUDENTS (9 Districts, Total Membership -- 87,354)

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
1.	001	Boise Ind.	21,259	1,018.4	20.9
2	025	Pocatello	12,726	561.2	~~20.7~~ 22.7
3.	002	Meridian	12,386	558.0	22.2
4.	091	Idaho Falls	8,627	396.4	21.8
5.	271	Coeur d'Alene	7,038	307.5	22.9
6.	131	Nampa	7,033	335.7	21.0
7.	411	Twin Falls	6,622	293.9	22.5
8.	093	Bonneville	6,547	270.7	24.2
9.	151	Cassia	5,116	229.4	22.3
	DISTRICTS WITH 2,500 - 4,999 STUDENTS (12 Districts, Total Membership -- 44,748)				
10.	082	Bonner	4,984	249.5	20.0
11.	1 Ind.	Lewiston	4,969	215.6	23.0
12.	331	Minidoka	4,615	221.6	20.8
13.	055	Blackfoot	4,483	216.9	20.7
14.	132	Caldwell	4,180	191.5	21.8
15.	321	Madison	3,685	135.8	27.1
16.	193	Mountain	3,609	186.4	19.4
17.	251	Jefferson	3,283	139.0	23.6
18.	273	Post Falls	3,077	146.2	21.0
19.	261	Jerome	2,718	118.6	22.9
20.	215	Fremont	2,621	122.5	21.4
21.	281	Moscow	2,524	136.2	18.5

DISTRICTS WITH 1,000 - 2,499 STUDENTS (29 Districts, Total Membership -- 47,859)

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
22.	221	Emmett	2,399	102.7	23.4
23.	391	Kellogg	2,321	115.5	20.1
24.	052	Snake River	2,249	93.0	24.2
25.	201	Preston	2,104	89.0	23.6
26.	171	Orofino	2,102	116.5	18.0
27.	139	Canyon	2,074	101.0	20.5
28.	272	Lakeland	2,065	89.1	23.2
29.	241	Grangeville	2,031	112.3	18.1
30.	060	Shelley	2,021	86.0	23.5
31.	003	Kuna	1,944	86.0	22.6
32.	061	Blaine	1,838	107.0	17.2
33.	033	Bear Lake	1,713	74.4	23.0
34.	021	Marsh Valley	1,681	81.1	20.7
35.	381	American Falls	1,660	81.0	20.5
36.	134	Middleton	1,644	72.9	22.6
37.	431	Weiser	1,556	73.5	21.2
38.	371	Payette	1,538	75.0	20.5
39.	412	Buhl	1,521	77.5	19.6
40.	291	Salmon	1,483	71.5	20.7
41.	101	Boundary	1,479	74.9	19.7
42.	041	St. Maries	1,449	74.0	19.6
43.	150	Soda Springs	1,282	56.6	22.7
44.	393	Wallace	1,218	77.1	15.8
45.	373	Fruitland	1,146	56.2	20.4
46.	231	Gooding	1,141	59.1	19.3
47.	413	Filer	1,104	58.2	19.0
48.	322	Sugar-Salem	1,061	44.6	23.8
49.	421	McCall-Donnelly	1,031	50.5	20.4
50.	059	Firth	1,004	44.0	22.8
	DISTRICTS WITH 500 - 999 STUDENTS (22 Districts, Total Membership -- 16,414)				
51.	137	Parma	964	47.6	20.3
52.	370	Homedale	950	41.0	23.2

DISTRICTS WITH 500 - 999 STUDENTS CONTINUED...

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
53.	232	Wendell	947	44.0	21.5
54.	351	Oneida Co.	907	43.6	20.8
55.	181	Challis	882	45.6	19.3
56.	414	Kimberly	854	45.1	18.9
57.	111	Arco	838	36.6	22.9
58.	058	Aberdeen	837	45.3	18.5
59.	401	Teton	806	35.0	23.0
60.	148	Grace	798	34.0	23.5
61.	253	West Jefferson	781	36.5	21.4
62.	372	New Plymouth	765	39.0	19.6
63.	304	Kamiah	659	35.3	18.7
64.	284	Whitepine	738	43.6	16.9
65.	262	Valley	636	32.0	19.9
66.	192	Glenns Ferry	621	36.0	17.2
67.	363	Marsing	601	35.0	17.2
68.	285	Potlatch	579	32.6	17.8
69.	202	West Side	565	30.0	18.8
70.	341	Lapwai	564	36.6	15.4
71.	242	Cottonwood	563	34.0	16.6
72.	252	Ririe	559	28.6	19.5

DISTRICTS WITH UNDER 500 STUDENTS (44 Districts, Total Membership -- 10,289)

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
73.	365	Bruneau-Grandview	498	25.5	19.5
74.	136	Melba	492	26.5	18.6
75.	133	Wilder	487	28.5	17.1
76.	013	Council	429	26.0	16.5
77.	415	Hansen	388	20.6	18.8
78.	042	Western Benewah	382	23.5	16.3
79.	312	Shoshone	377	25.1	15.0
80.	283	Kendrick	354	20.5	17.3
81.	233	Hagerman	341	18.5	18.4

DISTRICTS WITH UNDER 500 STUDENTS CONTINUED...

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
82.	135	Notus	339	17.7	19.2
83.	274	Kootenai	337	20.6	16.4
84.	182	Mackay	336	17.0	19.8
85.	282	Genesee	321	19.0	16.9
	422	Cascade	321	17.5	18.3
86.	417	Castleford	318	19.5	16.3
87.	392	Mullan	315	24.1	13.1
88.	305	Highland	310	17.9	17.3
89.	149	North Gem	284	16.0	17.8
90.	432	Cambridge	259	18.4	14.0
91.	343	Tammany	253	13.2	19.2
92.	418	Murtaugh	243	15.5	15.7
93.	073	Horseshoe Bend	215	14.0	15.4
94.	316	Richfield	203	15.7	12.9
95.	382	Rockland	193	12.0	16.1
96.	011	Meadows Valley	192	12.8	15.0
97.	071	Garden Valley	185	15.0	12.3
98.	072	Basin	180	9.2	19.6
99.	121	Camas County	172	15.5	11.1
100.	161	Clark County	171	15.0	11.4
101.	342	Culdesac	155	14.0	11.1
102.	302	Nezperce	152	12.0	12.7
103.	234	Bliss	142	10.7	13.3
104.	275	Worley	133	14.8	9.0
105.	433	Midvale	131	13.5	9.7
106.	292	South Lemhi	129	13.0	9.9
107.	314	Dietrich	118	9.5	12.4
108.	092	Swan Valley	103	3.0	34.3
109.	138	Scism	93	6.7	13.9
110.	172	Elk River	77	11.6	6.6
	394	Avery	77	5.0	15.4
111.	364	Pleasant Valley	39	1.0	39.0

DISTRICTS WITH UNDER 500 STUDENTS CONTINUED...

	DIST. #	DISTRICT NAME	MEMBERSHIP	NUMBER OF TEACHERS (FTE)	STUDENT/TEACHER (FTE) RATIO
112.	383	Arbon	20	2.0	10.0
113.	191	Prairie	13	1.0	13.0
114.	416	Three Creek	12	1.0	12.0

STATEWIDE SUMMARY
STUDENT/TEACHER (FTE) RATIOS

	STATEWIDE	DIST. WITH 5,000 + STUDENTS	DIST. WITH 2,500-4,999 STUDENTS	DIST. WITH 1,000-2,499 STUDENTS	DIST. WITH 500-999 STUDENTS	DIST. WITH 1-499 STUDENTS
MEMBERSHIP	206,664	87,354	44,748	47,859	16,414	10,289
STUDENT/TEACHER RATIO	20.9	23.3	19.4	21.2	18.0	16.3

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES

Professional educators are employed primarily in the classroom. Currently, 86.5% are teachers, 2.8% are involved in district administration, 4.5% in school administration, and 6.2% in student services.

The tables below report the numbers and percentages of men and women employed in various certified activities in Idaho public schools.

FTE, ACTUAL NUMBER, & PERCENTAGE OF CERTIFIED EMPLOYEES BY SEX FOR 22 ACTIVITY GROUPS

STATEWIDE

	FTE	TOTAL # IN CLASS	# MEN IN CLASS	# WOMEN IN CLASS	% MEN IN CLASS	% WOMEN IN CLASS	CLASS AS A % OF ALL CERT. EMPLOYEES
Superintendents	107.5	109	108	1	99%	1%	.9%
Asst. Supt.	23.0	23	23	0	100%	0%	.2%
Director	65.3	72	62	10	86%	14%	.6%
Supv./Coord.	63.8	65	36	29	55%	45%	.6%
Cons./Spec.	40.8	47	17	30	36%	64%	.4%
Elem. Principal	253.9	256	205	51	80%	20%	2.2%
Sec. Principal	170.0	170	165	5	97%	3%	1.5%
Asst. Principal	86.0	86	76	10	88%	12%	.7%
Elem. Teacher	5,143.9	5,285	810	4,475	15%	85%	45.1%
Sec. Teacher	4,703.4	4,844	2,764	2,080	57%	43%	41.4%
Librarian	122.7	126	18	108	14%	86%	1.1%
Counselor	243.3	248	150	98	60%	40%	2.1%
Psychologist	87.4	94	58	36	62%	38%	.8%
Psych. Examiner	2.8	4	2	2	50%	50%	.03%
School Nurse	44.8	54	1	53	2%	98%	.5%
Social Worker	18.8	19	11	8	58%	42%	.2%
Sp./H. Therapist	117.3	132	20	112	15%	85%	1.1%
Head Teacher	11.0	11	5	6	45%	55%	.1%
Dean Boys/Girls	3.0	3	3	0	100%	0%	.03%
Business Manager	9.0	9	7	2	78%	22%	.09%
Intern	5.0	5	1	4	20%	80%	.04
Media Generalist	47.6	48	14	34	29%	71%	.41%
All Cert. Employees	11,370.3	11,710	4,556	7,154	39%	61%	100.0%

Column 5 and 6 in the table, % of Men in Class and % of Women in Class, are calculated as follows:

% of Men in Class = # Men in Class (column 3) divided by Total # in Class (column 2).

% of Women in Class = # Women in Class (column 4) divided by Total # in Class (column 2).

Column 7, Class as a % of All Certified Employees is calculated as follows:

Class as a % of All Certified Employees = Total # in Class (column2) divided by Number of Certified Employees in the State (i.e. 11,710 for 1983-84).

FTE, ACTUAL NUMBER, & PERCENTAGE OF CERTIFIED EMPLOYEES FOR ELEVEN ACTIVITY GROUPS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

	DISTRICTS WITH 5,000 + STUDENTS (9 DISTRICTS)			DISTRICTS WITH 2,500 - 4,999 STUDENTS (12 DISTRICTS)			DISTRICTS WITH 1,000 - 2,499 STUDENTS (29 DISTRICTS)		
	FTE	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	FTE	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	FTE	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	9.0	9	0.2%	12.0	12	0.5%	28.0	28	1.0%
Other Dist. Adm.	38.0	38	0.8%	35.0	36	1.5%	17.9	19	0.7%
Cur./Prog. Serv.	59.5	60	1.3%	27.6	29	1.2%	10.2	11	0.4%
Elem. Principals	41.0	105	2.3%	58.5	60	2.4%	62.5	63	2.4%
Sec. Principals	105.0	41	0.9%	33.0	33	1.3%	52.0	52	2.0%
Asst. Principals	52.0	52	1.1%	18.0	18	0.7%	14.0	14	0.5%
Media Services	42.0	42	0.9%	36.0	36	1.5%	48.2	49	1.9%
Guid. Services	161.6	164	3.5%	70.8	72	2.9%	79.2	82	3.1%
Health Services	80.4	84	1.8%	29.3	32	1.3%	36.9	44	1.7%
Elem. Teachers	2,121.4	2,172	40.5%	1,093.2	1,121	41.0%	1,143.7	1,167	44.2%
Sec. Teachers	1,852.4	1,884	46.7%	987.6	1,005	45.7%	1,080.7	1,106	42.0
All Cert. Employees	4,552.3	4,651	100.0%	2,401.0	2,454	100.0%	2,573.3	2,635	100.0%

	DISTRICTS WITH 500 - 999 STUDENTS (22 DISTRICTS)			DISTRICTS WITH 1 - 499 STUDENTS (44 DISTRICTS)		
	FTE	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES	FTE	# IN ACT. GRP.	ACT. GRP. AS A % OF CERTIFIED EMPLOYEES
Superintendents	22.0	22	2.0%	35.5	37	4.4%
Other Dist. Adm.	4.5	7	0.6%	2.3	4	0.5%
Cur./Prog. Serv.	5.5	8	0.7%	2.3	4	0.4%
Elem. Principals	22.0	22	1.9%	17.0	17	2.0%
Sec. Principals	29.0	29	2.6%	15.0	15	1.8%
Asst. Principals	2.0	2	0.2%	0.0	0	0.0%
Media Services	23.6	24	2.1%	20.8	23	2.8%
Guid. Services	30.3	33	2.9%	13.6	17	2.0%
Health Services	13.1	19	1.7%	3.1	7	0.8%
Elem. Teachers	467.1	483	42.7%	320.6	342	41.0%
Sec. Teachers	449.7	482	42.6%	340.7	367	44.0%
All Cert. Employees	1,068.8	1,132	100.0%	770.9	833	100.0%

SALARY

In the 1983-84 school year, the average salary for elementary teachers, excluding extra pay, was 17,183 and 17,993 for secondary teachers. The average salary, including extra pay, was 17,314 for elementary teachers and 18,710 for secondary teachers. Extra pay refers to an amount paid an employee for special or supplemental duties performed which are not in the base contract salary.

AVERAGE SALARY, AVERAGE EXTRA PAY, AVERAGE SALARY PLUS EXTRA PAY AND NUMBER OF CERTIFIED EMPLOYEES BY 22 JOB CLASSIFICATIONS AND SEX

STATEWIDE

	ACTUAL NUMBER	AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
		ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	109	$34,204	$34,120	$38,722	$2,504	$ 0	$34,594	$34,517	$38,722
Asst. Supt.	23	36,508	36,508	0	661	0	36,652	36,652	0
Director	72	25,771	26,135	23,513	3,058	5,176	26,467	26,776	24,548
Supv./Coord.	65	24,670	26,458	22,451	1,623	2,044	25,196	26,954	23,015
Cons./Spec.	67	18,634	22,877	16,230	1,667	892	19,039	23,368	16,587
Elem. Principal	256	26,958	26,830	27,473	3,184	2,898	27,880	27,839	28,041
Sec. Principal	170	28,418	28,333	31,250	3,585	2,844	29,548	29,462	32,387
Asst. Principal	86	28,023	28,314	25,811	2,198	6,655	28,739	29,037	26,476
Elem. Teacher	5,285	17,183	17,926	17,049	974	595	17,314	18,247	17,145
Sec. Teacher	4,844	17,993	18,591	17,199	1,538	876	18,710	19,564	17,576
Librarian	126	18,898	19,066	18,869	1,018	941	19,292	19,631	19,235
Counselor	248	22,163	22,363	21,857	1,692	1,321	23,011	23,333	22,517
Psychologist	94	21,213	22,231	19,572	1,983	1,408	22,016	23,120	20,237
Psych. Examiner	4	12,051	15,900	8,202	0	0	12,051	15,900	8,202
School Nurse	54	14,558	7,607	14,689	0	448	14,607	7,607	14,739
Social Worker	19	19,408	19,739	18,953	1,827	561	19,815	20,237	19,234
Sp./H. Therapist	132	16,421	19,180	15,928	738	718	16,667	19,512	16,159
Head Teacher	11	19,628	20,791	18,660	1,795	1,397	21,080	22,586	19,824
Dean Boys/Girls	3	27,972	27,972	0	0	0	27,972	27,972	0
Business Manager	9	27,715	31,079	15,941	3,881	6,952	29,781	32,742	19,417
Intern	5	19,724	35,173	15,862	0	5,500	20,824	35,173	17,237
Media Generalist	48	19,173	20,937	18,447	1,008	568	19,355	21,153	18,614

The Average Salary in each category is calculated by dividing the total amount of salary paid to employees within the category (excluding extra pay) by the ACTUAL number of employees in the category:

$$\text{AVERAGE SALARY in the activity group} = \frac{\text{Total actual amount of salary paid in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Extra Pay in each category is calculated by dividing the total extra pay received by employees in the category by the ACTUAL number of employees in the category:

$$\text{AVERAGE EXTRA PAY in the activity group} = \frac{\text{Total extra pay received in the activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

The Average Salary Plus Extra Pay in each category is calculated by dividing the sum of the total salary and the total extra pay by the ACTUAL number of employees in each category:

$$\text{AVERAGE SALARY PLUS EXTRA PAY in activity group} = \frac{\text{Total salary amount + total extra pay in activity group}}{\text{Total ACTUAL number of employees in activity group}}$$

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (9 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
		ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	9	$44,547	$44,547	$ 0	$ 0	$ 0	$44,547	$44,547	$ 0
Asst. Supt.	9	40,858	40,858	0	95	0	40,868	40,868	0
Director	26	33,068	33,024	33,603	3,715	0	33,354	33,333	33,603
Supv./Coord.	38	28,197	30,203	25,718	1,006	2,139	28,445	29,346	26,096
Cons./Spec.	22	23,696	25,044	21,750	2,044	1,923	24,325	25,516	22,604
Elem. Principal	103	29,107	28,954	29,558	4,906	8,637	29,953	29,974	29,890
Sec. Principal	41	32,525	32,408	34,010	7,477	95	33,804	33,785	34,042
Asst. Principal	52	28,941	29,171	26,785	2,465	6,655	29,591	29,748	28,116
Elem. Teacher	2,172	17,957	19,190	17,751	310	250	18,003	19,268	17,802
Sec. Teacher	1,884	19,178	19,913	18,313	1,119	636	19,660	20,595	18,558
Librarian	32	20,511	21,319	20,362	0	685	20,725	21,319	20,615
Counselor	105	24,157	24,978	23,353	1,003	1,128	24,604	25,402	23,821
Psychologist	44	24,772	25,252	24,078	1,877	1,086	25,474	26,190	24,440
Psych. Examiner	1	7,010	0	7,010	0	0	7,010	0	7,010
School Nurse	30	17,197	7,607	17,527	0	369	17,221	7,607	17,553
Social Worker	12	20,878	19,907	25,735	798	0	21,011	20,066	25,735
Sp./H. Therapist	54	18,559	20,731	18,065	50	617	18,778	20,746	18,331
Head Teacher	2	18,547	0	18,547	0	1,041	19,588	0	19,588
Dean Boys/Girls	2	30,669	30,669	0	0	0	30,669	30,669	0
Business Manager	3	37,575	37,575	0	0	0	37,575	37,575	0
Intern	4	21,169	35,173	16,501	0	5,500	22,544	35,173	18,334
Media Generalist	10	20,955	25,797	18,880	710	525	21,131	26,033	19,030

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (12 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
		ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	12	$40,378	$40,054	$43,944	$1,552	$ 0	$40,637	$40,336	$43,944
Asst. Supt.	10	34,830	34,830	0	802	0	35,150	35,150	0
Director	23	25,023	24,789	27,472	2,714	0	25,967	25,623	27,472
Supv./Coord.	15	19,445	23,200	16,155	461	1,266	19,757	23,382	16,630
Cons./Spec.	14	18,249	23,939	17,301	1,365	869	18,409	24,622	17,373
Elem. Principal	58	26,453	26,225	27,699	1,509	1,530	27,000	26,810	28,039
Sec. Principal	33	30,261	30,464	27,109	2,536	5,592	30,969	31,037	29,905
Asst. Principal	18	27,640	28,193	24,876	1,101	0	28,068	28,707	24,876
Elem. Teacher	1,121	17,233	17,927	17,118	1,170	895	17,473	18,344	17,328
Sec. Teacher	1,005	18,218	18,972	17,335	1,735	1,055	19,001	20,022	17,807
Librarian	25	20,214	19,920	20,328	1,387	1,515	20,739	20,713	20,749
Counselor	50	21,883	22,291	21,091	1,800	1,806	22,928	23,382	22,047
Psychologist	17	18,487	20,257	16,496	2,531	2,263	19,450	20,820	17,910
Psych. Examiner	2	15,900	15,900	0	0	0	15,900	15,900	0
School Nurse	5	16,397	0	16,397	0	1,380	16,673	0	16,673
Social Worker	3	15,777	0	15,777	0	704	16,481	0	16,481
Sp./H. Therapist	27	16,585	17,597	16,355	1,342	829	16,826	18,403	16,468
Head Teacher	2	19,008	19,008	0	2,013	0	21,021	21,021	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	3	28,283	28,283	0	3,137	0	31,707	31,707	0
Intern	6	0	0	0	0	0	0	0	0
Media Generalist	11	19,013	19,112	18,976	0	895	19,175	19,112	19,199

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (29 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	ACTUAL NUMBER	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	28	$36,078	$36,078	$ 0	$5,000	$ 0	$36,257	$36,257	$ 0
Asst. Supt.	4	30,920	30,920	0	0	0	30,920	30,920	0
Director	13	21,780	22,947	19,152	2,868	5,730	22,662	23,585	20,384
Supv./Coord.	8	21,647	22,134	21,159	1,344	3,068	22,917	23,142	22,693
Cons./Spec.	3	18,311	0	18,311	0	188	18,405	0	18,405
Elem. Principal	59	26,197	26,173	26,346	3,692	1,738	27,316	27,331	27,215
Sec. Principal	52	26,514	26,514	0	3,879	0	27,359	27,359	0
Asst. Principal	14	25,752	25,915	24,777	3,051	0	26,842	27,186	24,777
Elem. Teacher	1,167	16,588	17,181	16,471	1,187	901	16,681	17,496	16,520
Sec. Teacher	1,106	17,331	18,008	16,220	1,730	1,091	18,135	19,060	16,619
Librarian	34	18,580	0	18,580	0	1,300	19,077	0	19,077
Counselor	56	20,874	21,076	20,412	1,882	1,052	21,902	22,282	21,031
Psychologist	23	19,619	21,713	13,683	2,461	756	20,433	22,726	13,937
Psych. Examiner	0	0	0	0	0	0	0	0	0
School Nurse	9	12,104	0	12,104	0	500	12,160	0	12,160
Social Worker	3	16,303	0	16,303	0	0	16,303	0	16,303
Sp./H. Therapist	35	15,040	20,314	14,565	1,700	1,146	15,285	20,881	14,760
Head Teacher	4	21,456	22,505	20,407	1,176	700	22,219	23,681	20,757
Dean Boys/Girls	1	22,578	22,578	0	0	0	22,578	22,578	0
Business Manager	2	19,980	19,978	19,982	1,371	6,952	24,142	21,349	26,934
Intern	1	13,944	0	13,944	0	0	13,944	0	13,944
Media Generalist	15	18,758	20,201	18,033	860	1,150	18,891	20,377	18,148

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

		AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
	ACTUAL NUMBER	ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	22	$33,045	$33,045	$ 0	$3,886	$ 0	$33,890	$33,890	$ 0
Asst. Supt.	0	0	0	0	0	0	0	0	0
Director	7	15,880	15,131	20,373	4,877	4,621	17,237	15,944	24,996
Supv./Coord.	4	16,820	16,820	0	3,294	0	19,291	19,291	0
Cons./Spec.	4	5,839	0	5,839	0	184	5,977	0	5,977
Elem. Principal	22	24,675	24,595	25,475	3,168	0	25,971	26,020	25,475
Sec. Principal	29	25,697	25,697	0	2,749	0	27,309	27,309	0
Asst. Principal	2	23,465	23,465	0	2,437	0	25,902	25,902	0
Elem. Teacher	483	16,336	16,570	16,279	1,267	833	16,378	17,170	16,433
Sec. Teacher	482	16,433	16,771	15,891	1,824	1,030	17,468	18,079	16,487
Librarian	16	17,983	18,154	17,959	1,184	436	18,322	19,338	18,176
Counselor	24	19,255	19,229	19,316	2,264	1,456	20,751	20,828	20,564
Psychologist	6	15,994	19,418	14,282	3,100	1,149	17,276	20,968	15,431
Psych. Examiner	1	9,394	0	9,394	0	0	9,394	0	9,394
School Nurse	7	9,695	0	9,695	0	35	9,695	0	9,695
Social Worker	2	19,142	18,065	20,218	3,885	133	21,151	21,950	20,351
Sp./H. Therapist	12	13,077	13,679	12,957	383	363	13,377	14,062	13,240
Head Teacher	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0
Intern	0	0	0	0	0	0	0	0	0
Media Generalist	8	19,606	19,741	19,561	1,435	392	19,981	20,458	19,822

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (44 DISTRICTS)

	ACTUAL NUMBER	AVERAGE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY PLUS EXTRA PAY		
		ALL	MEN	WOMEN	MEN	WOMEN	ALL	MEN	WOMEN
Superintendent	37	$27,724	$27,724	$ 0	$1,670	$ 0	$29,394	$29,394	$ 0
Asst. Supt.	3	0	0	0	0	0	0	0	0
Director	5	8,633	4,950	16,000	0	0	8,633	4,950	16,000
Supv./Coord.	0	0	0	0	0	0	0	0	0
Cons./Spec.	4	9,758	15,463	7,856	836	466	10,316	16,299	8,322
Elem. Principal	14	20,035	19,861	20,267	2,448	3,445	21,647	21,390	21,989
Sec. Principal	15	25,002	25,002	0	2,180	0	26,019	26,019	0
Asst. Principal	0	0	0	0	0	0	0	0	0
Elem. Teacher	342	15,335	16,310	15,106	1,349	660	15,620	17,119	15,268
Sec. Teacher	367	15,339	15,795	14,664	1,861	808	16,400	17,223	15,183
Librarian	19	15,787	15,211	15,941	565	737	16,177	15,776	16,284
Counselor	13	18,054	19,022	15,877	1,885	2,207	19,409	20,488	16,980
Psychologist	4	10,644	10,644	0	588	0	11,085	11,085	0
Psych. Examiner	0	0	0	0	0	0	0	0	0
School Nurse	3	3,830	0	3,830	0	0	3,830	0	3,830
Social Worker	0	0	0	0	0	0	0	0	0
Sp./H. Therapist	4	8,573	0	8,573	0	643	9,057	0	9,057
Head Teacher	3	18,327	20,930	17,023	2,600	2,103	20,395	23,530	19,128
Dean Boys/Girls	0	0	0	0	0	0	0	0	0
Business Manager	1	11,900	0	11,900	0	0	11,900	0	11,900
Intern	0	0	0	0	0	0	0	0	0
Media Generalist	4	15,062	17,908	15,179	0	125	15,893	17,908	15,221

ESTIMATED AVERAGE PER CHILD SALARY EXPENDITURE FOR FOUR ACTIVITY CATEGORIES IN FIVE SCHOOL DISTRICT STUDENT MEMBERSHIP GROUPS

Estimated average per child salary expenditure is calculated by dividing the total average salary in each activity category by the total student membership in each size classification. The total average salary has been calculated by multiplying the actual number of employees by the total average salary for the activity category. The total average salary includes base salary and extra pay.

	DIST. ADMIN.	SCHOOL ADMIN.	STUDENT SERVICES	INSTRUCTION	ALL CERT. ACTIVITIES
Over 5,000	$38	$67	$73	$860	$1,038
2,500 - 4,999	$46	$69	$61	$841	$1,017
1,000 - 2,499	$35	$70	$67	$805	$977
500 - 999	$59	$81	$78	$963	$1,181
Under 500	$112	$69	$67	$1,057	$1,305

EXPERIENCE

Experience, as shown in the following table, includes total experience in education -- in-state, out-of-state, public and nonpublic school service.

NUMBER OF CERTIFIED EMPLOYEES BY EXPERIENCE FOR ELEVEN ACTIVITY GROUPS

STATEWIDE

	EXPERIENCE IN EDUCATION (IN YEARS)						
	1st	2-5	6-10	11-15	16-20	21-30	31+
Superintendents	0	0	4	12	23	46*	24
Other Dist. Adm.	0	5	15	20	17*	35	12
Cur./Prog. Serv.	1	15	21	21*	30	20	4
Elem. Principals	0	0	33	63	56*	82	22
Sec. Principals	0	0	14	41	29	65*	21
Asst. Principals	0	2	12	19	18*	28	7
Media Services	1	20	26	38	37*	42	10
Guid. Services	8	45	65	74*	71	75	30
Health Services	18	51	53*	30	19	12	3
Elem. Teachers	284	1,110	1,495*	1,119	604	557	116
Sec. Teachers	203	812	1,205	1,151*	727	613	133
All Cert. Employees	515	2,060	2,943	2,588*	1,632	1,575	382

*An asterisk denotes the median experience range for the corresponding activity group.

AGE

MEDIAN AGE GROUP FOR CERTIFIED EMPLOYEES IN IDAHO IN FOUR ACTIVITY GROUPS

STATEWIDE

	MEDIAN AGE GROUP
District Administration	41-45
School Administration	41-45
Student Services	41-45
Instructional Services	36-40

The median age group for all certified employees is 36-40 years.

(Age continued on following page...)

NUMBER OF CERTIFIED EMPLOYEES BY AGE FOR 22 JOB CLASSIFICATIONS

STATEWIDE

	Under 21 Years	21-25 Years	26-30 Years	31-35 Years	36-40 Years	41-45 Years	46-50 Years	51-55 Years	56-60 Years	Over 60 Years
Superintendents	0	0	0	3	13	16	34	24	14	5
Asst. Supt.	0	0	0	0	2	6	7	2	6	0
Director	1	0	1	12	21	9	10	6	10	2
Supv./Coord.	0	0	3	9	10	19	8	7	7	2
Cons./Spec.	1	2	1	11	8	13	2	4	5	0
Elem. Principal	0	0	1	40	48	51	51	32	22	11
Sec. Principal	0	0	2	20	26	39	28	25	23	7
Asst. Principal	0	1	2	12	24	14	12	13	7	1
Elem. Teacher	9	357	818	1,120	941	621	506	402	324	187
Sec. Teacher	4	234	606	1,036	1,055	726	464	356	251	112
Librarian	0	0	5	16	16	14	14	22	28	11
Counselor	0	0	6	34	57	44	33	29	31	14
Psychologist	0	1	4	17	23	20	13	8	6	2
Psych. Examiner	0	0	1	1	1	0	0	0	0	1
School Nurse	0	0	0	11	7	6	4	12	9	5
Social Worker	0	0	6	8	2	2	0	1	0	0
Sp./H. Therapist	0	17	38	31	24	8	6	2	4	2
Head Teacher	0	1	0	1	1	4	2	2	0	0
Dean Boys/Girls	0	0	1	0	0	1	1	0	0	0
Business Manager	0	0	2	0	1	0	3	2	1	0
Intern	0	1	2	0	0	0	2	0	0	0
Media Generalist	0	0	2	8	10	4	9	5	9	1
All Cert. Employees	15	614	1,501	2,390	2,290	1,617	1,209	954	757	363

EDUCATIONAL ATTAINMENT

Only 1.3% of certified employees in Idaho's public schools hold less than a bachelor's degree. Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certification.

NUMBER OF CERTIFIED EMPLOYEES BY HIGHEST DEGREE EARNED IN 22 JOB CLASSIFICATIONS

STATEWIDE

	NONE	ASSOC.	BA/BS	MA/MS	6-YEAR	DOCTOR	OTHER
Superintendents	0	0	0	74	8	27	0
Asst. Supt.	0	0	0	13	2	8	0
Director	0	0	11	50	3	8	0
Supv./Coord.	0	0	25	36	2	2	0
Cons./Spec.	0	0	14	32	0	1	0
Elem. Principal	0	1	14	223	8	9	1
Sec. Principal	0	0	2	158	5	5	0
Asst. Principal	0	0	4	72	7	3	0
Elem. Teacher	1	16	4,410	847	6	4	1
Sec. Teacher	22	16	3,532	1,216	2	11	45
Librarian	0	1	95	29	0	1	0
Counselor	0	0	14	231	2	1	0
Psychologist	0	2	1	58	12	21	0
Psych. Examiner	0	0	1	3	0	0	0
School Nurse	1	13	15	3	0	0	22
Social Worker	0	0	0	19	0	0	0
Sp./H. Therapist	0	0	11	120	0	1	0
Head Teacher	0	0	6	5	0	0	0
Dean Boys/Girls	0	0	1	0	2	0	0
Business Manager	0	0	2	7	0	0	0
Intern	0	0	3	2	0	0	0
Media Generalist	0	0	34	14	0	0	0
All Cert. Employees	24	49	8,195	3,212	59	102	69

SOURCE OF EDUCATION

In 1983-84, 54.3% of all certified employees received their highest degree from an Idaho educational institution. The percentage of district administrators receiving their highest degree in Idaho was 54.5%, while 56.9% of school administrators, 50.4% of student service personnel, and 54.4% of Idaho's teachers received their highest degree within the state.

NUMBER OF CERTIFIED EMPLOYEES BY SOURCE OF EDUCATION FOR HIGHEST DEGREE IN 22 JOB CLASSIFICATIONS

STATEWIDE

	NON-IDAHO	IN-STATE	BOISE STATE	IDAHO STATE	COLL. IDAHO	UNIV. IDAHO	OTHER IDAHO
Superintendents	47	62	3	12	8	39	0
Asst. Supt.	10	13	1	1	3	8	0
Director	39	33	1	14	4	11	3
Supv./Coord.	31	34	2	10	3	13	6
Cons./Spec.	19	28	9	7	0	8	4
Elem. Principal	111	145	20	42	33	45	5
Sec. Principal	73	97	1	20	24	52	0
Asst. Principal	33	53	0	13	16	22	2
Elem. Teacher	2,384	2,901	784	802	235	685	395
Sec. Teacher	2,229	2,615	548	686	210	865	306
Librarian	56	70	14	16	7	26	7
Counselor	84	164	11	47	48	52	6
Psychologist	53	41	0	18	4	17	2
Psych. Examiner	1	3	0	1	0	2	0
School Nurse	32	22	14	3	0	3	2
Social Worker	19	0	0	0	0	0	0
Sp./H. Therapist	90	42	3	36	1	0	2
Head Teacher	8	3	0	0	0	3	0
Dean Boys/Girls	0	3	1	2	0	0	0
Business Manager	2	7	1	2	1	3	0
Intern	2	3	0	2	0	0	1
Media Generalist	26	22	2	9	0	7	4
All Cert. Employees	5,349	6,361	1,415	1,743	597	1,861	745
% of All Cert. Employees	45.7%	54.3%	12.1%	14.9%	5.1%	15.9%	6.4%

TURNOVER

The turnover rates shown in the following tables are based on the numbers of certified employees who left employment with school districts between September 1, 1982 and August 31, 1983.

Statewide, 11.2% of certified school district employees in Idaho left their jobs between September 1, 1982 and August 31, 1983.

CERTIFIED STAFF TURNOVER
FOR FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS AND STATEWIDE

DISTRICTS WITH	TOTAL # OF TERMINATIONS	TURNOVER % ALL REASONS COMBINED		
		TOTAL	MEN	WOMEN
Over 5,000 Students	422	31.8	26.6	73.4
2,500 - 4,999 Students	316	23.7	29.3	70.7
1,000 - 2,499 Students	305	23.7	33.8	66.2
500 - 999 Students	122	9.4	37.6	62.4
Under 500 Students	148	11.3	49.0	51.0
STATEWIDE	1,313	100.0	32.5	67.5

DISTRICTS WITH	% LEAVING TO WORK IN IDAHO SCHOOL DISTRICT	% LEAVING TO WORK IN OUT OF STATE SCHOOL	% LEAVING PROFESSION	% LEAVING RETURN TO SCHOOL
Over 5,000 Students	9.7	15.1	32.0	3.0
2,500 - 4,999 Students	22.7	18.6	16.4	3.1
1,000 - 2,499 Students	16.7	19.6	23.7	4.1
500 - 999 Students	16.8	20.8	23.2	8.0
Under 500 Students	19.9	21.9	34.4	6.6
STATEWIDE	16.2	18.3	25.7	4.1

	% LEAVING DUE TO TRANSFER OF SPOUSE	% LEAVING TO RETIRE	DEATH	% LEAVE OF ABSENCE
Over 5,000 Students	3.3	20.2	1.1	14.8
2,500 - 4,999 Students	12.3	14.2	1.5	10.7
1,000 - 2,499 Students	8.8	12.0	1.9	9.5
500 - 999 Students	3.2	20.8	1.6	3.2
Under 500 Students	2.6	8.6	1.3	2.6
STATEWIDE	6.7	15.6	1.5	10.1

The percentages were calculated in the following way:

$$\%\ \text{of Certified Staff Turnover for X reason} = \frac{\#\ \text{of Certified Staff leaving employment for X reason between 9/1/82 and 8/31/83}}{\text{Total \# of Certified Staff terminations within district size category}}$$

NONCERTIFIED STAFF

Employees working in the positions reported in this section may or may not hold teaching certificates. The important distinction between these employees and those reported in the certified staff section is that here the position does not require the employee to hold a teaching certificate.

NUMBER OF NONCERTIFIED EMPLOYEES

STATEWIDE

	ACTUAL NUMBER*	F.T.E.**	ACTUAL NUMBER MEN	F.T.E. MEN	ACTUAL NUMBER WOMEN	F.T.E. WOMEN
Professional Services	20	11.8	6	3.9	14	7.9
Nurse	12	4.5	0	0.0	12	4.5
Social Worker	1	.1	0	0.0	1	0.1
Special Project Personnel	162	92.9	23	11.2	139	81.7
Clerk-Board of Trustees	94	44.4	10	4.3	84	40.1
Business Manager	23	16.6	12	11.0	11	5.6
Public Information	5	2.4	1	0.4	4	2.0
Office Clerical-District	287	227.8	7	6.0	280	221.8
Office Clerical-Elem.	302	170.5	0	0.0	302	170.5
Office Clerical-Sec.	336	223.3	0	0.0	336	223.3
Teacher Aide	1,739	817.8	37	16.4	1,702	801.4
Library Aide	213	114.8	2	0.6	211	114.2
Technical Services	25	20.8	24	20.7	1	0.1
Maintenance Supervisor	74	67.7	73	67.1	1	0.6
Maintenance Worker	265	237.6	261	234.4	4	3.2
Janitor, Custodian	1,225	983.1	835	733.7	390	249.4
Transportation Supervisor	71	51.3	65	48.4	6	2.9
Vehicle Operator	1,196	331.6	530	139.9	666	191.7
Attendance Officer	12	6.1	6	2.9	6	3.2
Other	120	65.2	48	35.6	72	29.6
Food Service-Supervisor	78	49.1	5	2.1	73	47.0
Food Service-Manager	208	107.9	0	0.0	208	107.9
Food Service-Cook	862	370.7	1	0.1	861	370.6
Food Service-Other	350	112.3	9	4.0	341	108.3
ALL ACTIVITIES COMBINED	7,680	4,130.3	1,955	1,342.7	5,725	2,787.6

*As indicated in the introduction, employees serving in two or more noncertified positions are counted in each activity that is performed. This method of counting gives an accurate picture of the actual number of employees performing in each job classification. However, it produces an inflated total count of non-certified personnel serving schools in all capacities.

**The Full-Time Equivalency (FTE) count for each job classification shown in the table above reflects the percentage of full-time that is spent performing that particular activity. Full-Time Equivalency is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, which is the number of working hours in a year.

NONCERTIFIED STAFF SALARY

AVERAGE ANNUAL SALARY, AVERAGE HOURLY PAY RATE, AND ACTUAL NUMBER OF NONCERTIFIED EMPLOYEES BY SEX IN 24 ACTIVITY GROUPS

STATEWIDE

	EMPLOYEES			AVERAGE ANNUAL SALARY*			AVERAGE HOURLY PAY RATE**		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	20	6	14	$13,322	$19,080	$10,854	$11.45	$ 16.78	$ 9.16
Nurse	12	0	12	6,780	0	6,780	7.79	0.00	7.79
Social Worker	1	0	1	2,966	0	2,966	8.20	0.00	8.20
Special Project Personnel	162	23	139	7,526	9,986	7,119	5.78	8.10	5.39
Clerk-Board of Trustees	94	10	84	8,516	10,143	8,323	8.43	13.67	7.80
Business Manager	23	12	11	18,951	27,803	9,295	11.20	14.22	7.92
Public Information	5	1	4	7,431	3,276	8,470	6.94	3.50	7.80
Office Clerical-District	287	7	280	10,762	12,217	10,725	6.19	6.31	6.18
Office Clerical-Elem.	302	0	302	7,123	0	7,123	5.43	0.00	5.43
Office Clerical-Sec.	336	0	336	8,612	0	8,612	5.67	0.00	5.67
Teacher Aide	1,739	37	1,702	4,741	4,546	4,746	4.47	4.75	4.46
Library Aide	213	2	211	6,129	6,066	6,130	5.03	7.85	5.00
Technical Services	25	24	1	13,639	14,129	1,869	7.70	7.82	5.00
Maintenance Supervisor	74	73	1	16,879	17,037	5,343	8.70	8.76	4.10
Maintenance Worker	265	261	4	13,495	13,555	9,560	7.10	7.13	5.20
Janitor, Custodian	1,225	835	390	9,706	10,729	7,518	5.60	5.72	5.32
Transportation Supervisor	71	65	6	13,404	13,979	7,169	8.20	8.41	5.93
Vehicle Operator	1,196	530	666	4,182	4,110	4,239	6.17	6.39	5.99
Attendance Officer	12	6	6	9,588	11,633	7,544	7.61	8.78	6.43
Other	120	48	72	8,405	12,867	5,430	6.25	7.78	5.22
Food Service-Supervisor	78	5	73	9,662	7,866	9,785	6.65	7.38	6.60
Food Service-Manager	208	0	208	6,390	0	6,390	5.50	0.00	5.50
Food Service-Cook	862	1	861	4,676	1,332	4,680	4.68	3.70	4.68
Food Service-Other	350	9	341	3,589	6,140	3,522	4.49	5.43	4.47
ALL ACTIVITIES COMBINED	7,680	1,955	5,725	6,775	9,718	5,770	5.49	6.52	5.14

*The Average Annual Salary is calculated by dividing the total annual salary paid to employees within the job category by the actual number of employees in the category:

$$\text{AVERAGE ANNUAL SALARY in the activity group} = \frac{\text{Total actual annual salary rounded for all employees in activity group}}{\text{Total actual number of employees in the activity group}}$$

**The Average Hourly Pay Rate in each category is calculated by dividing the total hourly pay rate for all employees in the category by the actual number of employees in the category:

$$\text{AVERAGE HOURLY PAY RATE in the activity group} = \frac{\text{Total actual hourly pay rate rounded for all employees in activity group}}{\text{Total actual number of employees in the activity group}}$$

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (9 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	16	5	11	$13,622	$21,463	$10,059	$10.58	$13.74	$ 9.14
Nurse	2	0	2	12,123	0	12,123	8.50	0.00	8.50
Social Worker	0	0	0	0	0	0	0.00	0.00	0.00
Special Project Personnel	118	13	105	7,684	11,431	7,221	5.54	7.85	5.26
Clerk-Board of Trustees	4	0	4	20,240	0	20,240	9.95	0.00	9.95
Business Manager	3	3	0	33,301	33,301	0	15.97	15.97	0.00
Public Information	4	1	3	6,389	3,276	7,426	6.88	3.50	8.00
Office Clerical-District	133	5	128	11,465	10,165	11,516	6.11	5.54	6.13
Office Clerical-Elem.	122	0	122	7,531	0	7,531	5.53	0.00	5.53
Office Clerical-Sec.	149	0	149	8,830	0	8,830	5.65	0.00	5.65
Teacher Aide	732	9	723	4,659	5,229	4,652	4.21	4.07	4.21
Library Aide	113	0	113	6,453	0	6,453	5.08	0.00	5.08
Technical Services	13	13	0	15,945	15,945	0	7.62	7.62	0.00
Maintenance Supervisor	14	14	0	21,309	21,309	0	10.29	10.29	0.00
Maintenance Worker	123	123	0	14,229	14,229	0	7.04	7.04	0.00
Janitor, Custodian	482	385	97	10,908	11,128	10,034	5.47	5.52	5.31
Transportation Supervisor	12	11	1	12,781	11,767	23,941	7.35	6.97	11.50
Vehicle Operator	278	110	168	4,708	4,770	4,667	5.58	5.79	5.44
Attendance Officer	6	3	3	13,968	18,434	9,502	9.87	11.70	8.03
Other	65	31	34	9,845	15,865	4,356	6.63	8.35	5.06
Food Service-Supervisor	14	2	12	13,356	7,721	14,295	8.44	6.55	8.76
Food Service-Manager	112	0	112	6,557	0	6,557	5.66	0.00	5.66
Food Service-Cook	225	0	225	4,973	0	4,973	4.91	0.00	4.91
Food Service-Other	217	4	213	3,956	9,975	3,843	4.57	6.48	4.53
ALL ACTIVITIES COMBINED	2,957	732	2,225	7,390	11,276	6,112	5.30	6.24	4.99

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (12 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	3	0	3	$13,768	$ 0	$13,768	$ 9.23	$ 0.00	$ 9.23
Nurse	3	0	3	6,216	0	6,216	5.93	0.00	5.93
Social Worker	0	0	0	0	0	0	0.00	0.00	0.00
Special Project Personnel	25	4	21	9,145	17,792	7,498	6.81	11.83	5.85
Clerk-Board of Trustees	7	2	5	12,437	15,306	11,289	9.76	11.75	8.96
Business Manager	5	5	0	28,765	28,765	0	15.56	15.56	0.00
Public Information	1	0	1	11,600	0	11,600	7.20	0.00	7.20
Office Clerical-District	50	2	48	11,041	17,347	10,778	6.53	8.25	6.46
Office Clerical-Elem.	75	0	75	6,571	0	6,571	5.29	0.00	5.29
Office Clerical-Sec.	63	0	63	8,772	0	8,772	5.99	0.00	5.99
Teacher Aide	324	17	307	4,429	4,542	4,423	4.54	5.23	4.50
Library Aide	31	0	31	5,894	0	5,894	5.06	0.00	5.06
Technical Services	6	5	1	16,636	19,589	1,869	8.65	9.83	5.00
Maintenance Supervisor	12	12	0	19,601	19,601	0	9.29	9.29	0.00
Maintenance Worker	60	59	1	16,162	16,164	16,078	7.76	7.76	7.70
Janitor, Custodian	255	158	97	9,620	10,644	7,953	5.62	5.73	5.45
Transportation Supervisor	15	11	4	11,824	14,665	4,041	8.07	9.23	4.90
Vehicle Operator	236	82	154	4,205	4,570	4,011	5.70	5.90	5.60
Attendance Officer	3	0	3	5,586	0	5,586	4.83	0.00	4.83
Other	15	2	13	8,521	14,433	7,612	5.67	7.00	5.47
Food Service-Supervisor	7	0	7	11,987	0	11,987	6.94	0.00	6.94
Food Service-Manager	36	0	36	6,427	0	6,427	5.55	0.00	5.55
Food Service-Cook	244	1	243	4,496	1,332	4,510	4.64	3.70	4.65
Food Service-Other	50	3	47	2,704	4,742	2,574	4.48	4.53	4.47
ALL ACTIVITIES COMBINED	1,526	363	1,163	6,793	10,761	5,555	5.46	6.59	5.11

SCHOOL DISTRICTS WITH 1,000 - 2,499 STUDENTS (29 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	0	0	0	$ 0	$ 0	$ 0	$ 0.00	$ 0.00	$ 0.00
Nurse	3	0	3	5,137	0	5,137	8.17	0.00	8.17
Social Worker	1	0	1	2,966	0	2,966	8.20	0.00	8.20
Special Project Personnel	8	1	7	6,275	982	7,032	6.30	5.10	6.47
Clerk-Board of Trustees	14	1	13	13,656	28,746	12,495	8.93	13.80	8.55
Business Manager	7	3	4	18,408	24,653	13,725	10.26	12.33	8.70
Public Information	0	0	0	0	0	0	0.00	0.00	0.00
Office Clerical-District	48	0	48	10,977	0	10,977	6.35	0.00	6.35
Office Clerical-Elem.	64	0	64	7,848	0	7,848	5.55	0.00	5.55
Office Clerical-Sec.	78	0	78	8,776	0	8,776	5.70	0.00	5.70
Teacher Aide	351	1	350	5,408	5,702	5,407	4.69	4.90	4.69
Library Aide	40	1	39	6,103	4,859	6,135	5.09	6.20	5.06
Technical Services	5	5	0	6,004	6,004	0	5.14	5.14	0.00
Maintenance Supervisor	22	22	0	17,366	17,366	0	8.63	8.63	0.00
Maintenance Worker	45	44	1	11,746	11,794	9,610	6.85	6.92	3.80
Janitor, Custodian	285	183	102	8,746	10,427	5,730	5.62	6.05	4.83
Transportation Supervisor	21	20	1	17,030	17,737	2,907	8.80	9.02	4.50
Vehicle Operator	385	195	190	3,873	3,850	3,898	6.44	6.67	6.21
Attendance Officer	0	0	0	0	0	0	0.00	0.00	0.00
Other	26	9	17	6,817	8,086	6,145	5.77	6.31	5.48
Food Service-Supervisor	28	3	25	9,824	7,963	10,047	6.71	7.93	6.56
Food Service-Manager	32	0	32	6,108	0	6,108	5.04	0.00	5.04
Food Service-Cook	237	0	237	4,671	0	4,671	4.58	0.00	4.58
Food Service-Other	38	2	36	3,168	570	3,312	4.22	4.70	4.20
ALL ACTIVITIES COMBINED	1,738	490	1,248	6,560	8,483	5,805	5.62	6.67	5.21

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (22 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	0	0	0	$ 0	$ 0	$ 0	$ 0.00	$ 0.00	$ 0.00
Nurse	3	0	3	7,480	0	7,480	9.37	0.00	9.37
Social Worker	0	0	0	0	0	0	0.00	0.00	0.00
Special Project Personnel	6	2	4	2,307	982	2,970	4.57	5.10	4.30
Clerk-Board of Trustees	25	3	22	6,996	8,869	6,741	8.67	8.77	8.65
Business Manager	1	1	0	15,940	15,940	0	7.90	7.90	0.00
Public Information	0	0	0	0	0	0	0.00	0.00	0.00
Office Clerical-District	25	0	25	8,439	0	8,439	5.92	0.00	5.92
Office Clerical-Elem.	28	0	28	5,857	0	5,857	5.21	0.00	5.21
Office Clerical-Sec.	34	0	34	7,393	0	7,393	5.16	0.00	5.16
Teacher Aide	200	7	193	4,529	3,380	4,570	4.65	4.76	4.64
Library Aide	18	0	18	5,027	0	5,027	4.43	0.00	4.43
Technical Services	1	1	0	3,840	3,840	0	16.00	16.00	0.00
Maintenance Supervisor	18	17	1	12,961	13,409	5,343	7.69	7.90	4.10
Maintenance Worker	20	19	1	9,716	9,602	11,898	6.08	6.10	5.70
Janitor, Custodian	114	62	52	8,210	9,792	6,323	5.44	5.73	5.08
Transportation Supervisor	15	15	0	12,940	12,940	0	8.16	8.16	0.00
Vehicle Operator	174	73	101	3,850	4,066	3,694	6.18	6.38	6.04
Attendance Officer	3	3	0	4,831	4,831	0	5.87	5.87	0.00
Other	6	2	4	4,530	4,762	4,414	6.13	8.40	5.00
Food Service-Supervisor	18	0	18	6,801	0	6,801	5.63	0.00	5.63
Food Service-Manager	19	0	19	5,812	0	5,812	5.02	0.00	5.02
Food Service-Cook	91	0	91	4,258	0	4,258	4.50	0.00	4.50
Food Service-Other	20	0	20	3,471	0	3,471	4.43	0.00	4.43
ALL ACTIVITIES COMBINED	839	205	634	5,736	7,827	5,060	5.48	6.45	5.17

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (44 DISTRICTS)

	EMPLOYEES			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
Professional Services	1	1	0	$ 7,168	$ 7,168	$ 0	$32.00	$32.00	$ 0.00
Nurse	1	0	1	610	0	610	6.10	0.00	6.10
Social Worker	0	0	0	0	0	0	0.00	0.00	0.00
Special Project Personnel	5	3	2	3,945	2,321	6,382	6.78	7.23	6.10
Clerk-Board of Trustees	44	4	40	6,055	3,867	6,274	7.78	18.28	6.73
Business Manager	7	0	7	6,764	0	6,764	7.47	0.00	7.47
Public Information	0	0	0	0	0	0	0.00	0.00	0.00
Office Clerical-District	31	0	31	8,831	0	8,831	5.93	0.00	5.93
Office Clerical-Elem.	13	0	13	5,631	0	5,631	5.07	0.00	5.07
Office Clerical-Sec.	12	0	12	7,454	0	7,454	5.47	0.00	5.47
Teacher Aide	132	3	129	4,518	4,860	4,510	4.91	3.90	4.93
Library Aide	11	1	10	5,366	7,273	5,175	5.17	9.50	4.74
Technical Services	0	0	0	0	0	0	0.00	0.00	0.00
Maintenance Supervisor	8	8	0	12,523	12,523	0	7.46	7.46	0.00
Maintenance Worker	17	16	1	7,843	8,295	653	7.04	7.25	3.60
Janitor, Custodian	89	47	42	8,436	10,149	6,519	6.28	6.07	6.52
Transportation Supervisor	8	8	0	8,647	8,647	0	8.19	8.19	0.00
Vehicle Operator	123	70	53	4,380	3,306	5,799	7.50	7.17	7.93
Attendance Officer	0	0	0	0	0	0	0.00	0.00	0.00
Other	8	4	4	4,545	3,653	5,437	5.88	6.75	5.00
Food Service-Supervisor	11	0	11	7,749	0	7,749	5.71	0.00	5.71
Food Service-Manager	9	0	9	6,377	0	6,377	5.94	0.00	5.94
Food Service-Cook	65	0	65	4,925	0	4,925	4.65	0.00	4.65
Food Service-Other	25	0	25	2,908	0	2,908	4.33	0.00	4.33
ALL ACTIVITIES COMBINED	620	165	455	5,802	6,525	5,540	6.11	7.30	5.68

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